

ROUTING AND TRANSMITTAL SLIP		Date
		14 Jan 87
TO: (Name, office symbol, room number, building, Agency/Post)	Initials	Date
1. EXA/DDA	<i>[Signature]</i>	JAN 14 1987
2. ADDA	<i>[Signature]</i>	JAN 15 1987
3. CMS	<i>[Signature]</i>	1/16
4. DDA/Registry		
5.		
Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	
REMARKS		

D/Personnel received info copy.

cc: D/EEO for info. Done - ed - 1/13/87

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
	Phone No.

5041-102

\* U.S.G.P.O.: 1983 - 421-529/320 -

OPTIONAL FORM 41 (Rev. 7-76)  
Prescribed by GSA  
FPMR (41 CFR) 101-11.205

**EXECUTIVE SECRETARIAT  
ROUTING SLIP**

TO:		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
3	EXDIR				
4	D/ICS				
5	DDI				
6	DDA		X		
7	DDO				
8	DDS&T				
9	Chm/NIC				
10	GC				
11	IG				
12	Compt				
13	D/OLL				
14	D/PAO				
15	D/PERS		X		
16	VC/NIC				
17					
18					
19					
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21					
22					
SUSPENSE		Date _____			

Remarks
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Executive Secretary

13 Jan 87

Date



Executive Registry

87-0116x

0125x

**federally employed women •**

**an organization for opportunity & equality for women in government**  
(202) 638-4404 • 1010 vermont avenue, northwest, washington, d.c. 20005



January 9, 1987

MEMORANDUM

FROM: Freda W. Kurtz, National President, FEW  
TO: Heads of Federal Agencies  
SUBJ: The Merger of EEO and Personnel Functions

Enclosed is a copy of Federally Employed Women's Position on the Merger of Equal Employment Opportunity and Personnel Functions Within Federal Agencies. This position paper was recently approved by the FEW National Board of Directors.

We urge your consideration of our position by providing equal employment opportunity for all federal employees separate from the responsibilities of personnel offices as noted in Executive Order 11478.

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## **FEDERALLY EMPLOYED WOMEN**

### **POSITION ON THE MERGER OF EQUAL EMPLOYMENT OPPORTUNITY AND PERSONNEL FUNCTIONS WITHIN FEDERAL AGENCIES**

Federally Employed Women's position on the placement of EEO offices is that EEO must be an entity separate from personnel offices, staffed to and supervised by the head of the agency, activity or office.

Equal employment opportunity for all applicants to and employees of the Federal government must be guaranteed by nondiscriminatory personnel and managerial practices, in accordance with Executive Order 11478. Further, 29 CFR 1613.204 requires that the head of an agency "shall designate a Director of Equal Employment Opportunity . . . under the immediate supervision of the head of his agency."

In the event discrimination is charged, heads and directors of agencies and activities are responsible. Complaints about personnel practices should not be within the purview of a Civilian Personnel Office. Neither does a Civilian Personnel Officer possess authority to question a manager's behavior toward employees. Both types of charges should be handled, in strictest confidence, by an EEO Officer who reports directly to the head of the agency, activity, or office, not through an intermediary.

Further, the recent Supreme Court decisions confirm that affirmative action goals and timetables are required. This ensures that qualified minorities, women, disabled and handicapped persons must be recruited and considered for employment in accordance with their representation in the available labor force. Such affirmative action is an EEO, not a Personnel, function.

Until personnelists are trained in and fully supportive of EEO policies and until personnel regulations require implementation of EEO procedures, the functions should not be merged. EEO Officers must continue to be independent of personnel offices and have direct access to the head of the agency, activity, or office.

Enclosure